



Summary

Main Features

FEATURE ARTICLE - CHANGES IN TYPES OF EMPLOYMENT

FEATURE ARTICLE - MATURE AGE PEOPLE AND THE LABOUR FORCE

NOTES

DATA CONTAINED IN THIS ISSUE

The statistics shown are the latest available at 23 September 2004. Data sources for the tables in this publication are listed in Appendix 1.

ELECTRONIC PRODUCTS

The spreadsheets and data cubes referenced in this publication are available on the ABS web site at <<https://www.abs.gov.au>> [AusStats - Publications and Data], then [Data Cubes] or [Time Series Spreadsheets].

INQUIRIES

For further information about these and related statistics, contact the National Information and Referral Service on 1300 135 070 or the Assistant Director, Labour Market, on Canberra (02) 6252 7636.

LABOUR STATISTICS NEWS

RELEASE OF UPDATES TO CONCEPTS, SOURCES AND METHODS

Labour Statistics: Concepts, Sources and Methods is being updated. The current paper publication (cat. no. 6102.0) will not be rereleased. However, the web version (cat. no. 6102.0.55.001), which is available via the Labour Theme Page or the Statistical Concepts Library, is being updated on an ongoing basis. On August 26, the following chapters were updated: 6, 7, 19, 20.4, 20.5, 20.13, 20.17, 23, 29 and 30. Additional chapters will be updated later in 2004, and these will be announced in subsequent issues of this publication.

LABOUR THEME PAGE

The ABS Labour Theme Page, available on the ABS web site, provides a guide to the range of ABS statistics on the labour market, as well as links to the latest data released. To find the Theme Page, go to the ABS home page, then [Themes - People - Labour].

QUESTIONNAIRES USED IN THE LABOUR FORCE SURVEY

Information Paper: Questionnaires Used in the Labour Force Survey (cat. no. 6232.0), released on 26 August 2004, provides details of the latest Labour Force Survey questionnaire. Included are definitions, guidelines to following the questionnaire, and a copy of the questionnaire.

IMPLEMENTATION OF COMPUTER ASSISTED INTERVIEWING

In October 2003, the ABS began the progressive implementation of computer assisted interviewing (CAI) into the Labour Force Survey (LFS). The implementation of CAI is now complete, with 100% of interviews conducted in August 2004 using CAI.

During the implementation period, the ABS conducted a range of analyses on each month's data. These analyses confirmed that the change in interview method has not materially affected the aggregate estimates for any month.

RECENTLY RELEASED SOCIAL SURVEYS

Results from the 2002 National Aboriginal and Torres Strait Islander Social Survey were released on 23 June 2004. Final estimates from the 2003 Survey of Disability, Ageing and Carers were released on 15 September 2004.

ANZSIC 2006 DEVELOPMENT

The Australian and New Zealand Standard Industrial Classification (ANZSIC) will be updated for use in the 2006 Census. **Information Paper: ANZSIC 2006 Development** (cat. no. 1294.0) presents information on the revised ANZSIC 2006 development. It is a useful reference for users as it provides an overview of the history of ANZSIC, rationale for the review, conceptual basis of the new classification, the new division structure, and the impact of the changes on ABS data. It also contains information on future developments such as communication strategy and critical dates for the implementation of ANZSIC 2006.

SUPPLEMENTARY SURVEYS ON LABOUR TOPICS

The Monthly Population Survey comprises the Labour Force Survey and a range of supplementary surveys, which provide detailed information on a range of topics. Results from the survey on labour mobility were recently released in **Labour Mobility, Australia** (cat. no. 6209.0).

THE ABS WEB SITE HAS CHANGED

From 28 August 2004, changes are being made to the ABS web site. This is being done to improve:

- navigation - how you get from A to B on the web site and how you find information;
- search - helping you to find the information you require;
- design - faster, efficient download time and greater consistency; and
- terminology - to make it easier for you to understand our information.

The only area of the web site that has not yet been changed is AusStats - it will be updated later in the year to reflect the new design. Changes to the rest of the site will not affect the use of AusStats.

Recent and upcoming statistical releases

Release date/title of publication	Reference period	Catalogue number
September 2004		
Disability, Ageing and Carers, Australia: Summary of Findings	2003	4430.0
Family Characteristics, Australia	June 2003	4442.0
Industrial Disputes, Australia	June quarter 2004	6321.0.55.001
Job Vacancies, Australia	August 2004	6354.0
Labour Force, Australia	August 2004	6202.0
Labour Force, Australia, Detailed - Electronic Delivery	August 2004	6291.0.55.001
Wage and Salary Earners, Public Sector, Australia	June quarter 2004	6248.0.55.001
October 2004		
Australian Labour Market Statistics	October 2004	6105.0
Information Paper: 2006 Census of Population and Housing, ABS Views on Census Output Strategy	2006	2009.0
Labour Force, Australia	September 2004	6202.0
Labour Force, Australia, Detailed - Electronic Delivery	September 2004	6291.0.55.001
November 2004		
2006 Census of Population and Housing: Nature and Content	2006	2008.0
Average Weekly Earnings, Australia	August 2004	6302.0
Household Income and Income Distribution, Australia	2002-03	6523.0
Labour Force, Australia	October 2004	6202.0
Labour Force, Australia, Detailed - Electronic Delivery	October 2004	6291.0.55.001
Labour Price Index, Australia (formerly Wage Cost Index)	September quarter 2004	6345.0
December 2004		
Education and Work, Australia	May 2004	6227.0
Employee Earnings and Hours, Australia, Preliminary	May 2004	6305.0.55.001
Industrial Disputes, Australia	September quarter 2004	6321.0.55.001
Labour Force, Australia	November 2004	6202.0
Labour Force, Australia, Detailed - Electronic Delivery	November 2004	6291.0.55.001
Labour Price Index: Concepts, Sources and Methods	2004	6351.0.55.001
Work in Selected Culture and Leisure Activities, Australia	April 2004	6281.0
January 2005		
Australian Labour Market Statistics	January 2005	6105.0
Job Search Experience, Australia	July 2004	6222.0
Job Vacancies, Australia	November 2004	6354.0
Labour Force, Australia	December 2004	6202.0
Labour Force, Australia, Detailed - Electronic Delivery	December 2004	6291.0.55.001
Wage and Salary Earners, Public Sector, Australia	September quarter 2004	6248.0.55.001
Year Book Australia	2005	1301.0

LABOUR MARKET SUMMARY

KEY MEASURES

Measure		Series type	Period	Current figure	% change from	
					Previous quarter(a)	Previous year(b)
Employed						
Persons	'000	Trend	Aug 2004	9,663.6	0.1	2.1
Full-time	'000	Trend	Aug 2004	6,942.7	0.4	2.7
Part-time	'000	Trend	Aug 2004	2,720.9	-0.6	0.5
Part-time employment as a proportion of total employment	%	Trend	Aug 2004	28.2	(c)-0.2	(c)-0.4
Unemployed						

Persons	'000	Trend	Aug 2004	576.4	0.4	-4.9
Looking for full-time work	'000	Trend	Aug 2004	414.5	-1.3	-7.8
Looking for part-time work	'000	Trend	Aug 2004	162.0	5.2	3.3
Unemployment rate						
Persons	%	Trend	Aug 2004	5.6	(c)0.0	(c)-0.4
Long-term unemployment						
Persons	'000	Trend	Aug 2004	119.5	-0.1	-8.0
As a proportion of total unemployment	%	Trend	Aug 2004	20.7	(c)-0.1	(c)-0.7
Annual labour underutilisation rates(d)						
Long-term unemployment rate	%	Original	Sep 2003	1.3	na	(c)-0.1
Unemployment rate	%	Original	Sep 2003	5.9	na	(c)-0.5
Underemployment rate	%	Original	Sep 2003	5.6	na	(c)-0.2
Labour force underutilisation rate	%	Original	Sep 2003	11.5	na	(c)-0.6
Extended labour force underutilisation rate	%	Original	Sep 2003	12.5	na	(c)-0.7
Children living without an employed parent(e)	%	Original	Jun 2004	17.2	na	(c)0.1
Labour force participation rate						
Persons	%	Trend	Aug 2004	63.5	(c)-0.1	(c)0.1
Actual hours worked						
Aggregate weekly hours	mill. hours	Original	Aug 2004	332.6	-0.4	2.5
Average weekly hours - Persons	hours	Original	Aug 2004	34.7	0.3	0.5
Average weekly hours - Full-time	hours	Original	Aug 2004	41.9	-0.2	-0.1
Average weekly hours - Part-time	hours	Original	Aug 2004	16.7	1.4	2.0
Part-time workers						
Proportion who preferred to work more hours	%	Original	Aug 2004	26.1	(c)0.3	(c)0.8
Wage cost index						
Total hourly rates of pay excluding bonuses	index no.	Trend	Jun qtr 2004	124.6	0.8	3.5
Average weekly earnings						
Full-time adult ordinary time earnings	\$	Trend	May 2004	952.5	0.7	3.8
All employees total earnings	\$	Trend	May 2004	751.9	0.4	3.7
Compensation of employees						
Household income account	\$m	Trend	Jun qtr 2004	96,986.0	1.6	5.7
Average earnings (National Accounts basis - nominal) per week	\$	Trend	Jun qtr 2004	899.0	0.6	3.3
Industrial disputes						
Working days lost	'000	Original	Jun qtr 2004	152.9	90.2	175.6
Working days lost per 1,000 employees	number	Original	Jun qtr 2004	18.2	87.5	168.6
Job vacancies						
Australia	'000	Trend	May 2004	123.6	9.2	16.6

na not available

(a) Same period previous quarter (monthly data is presented for the middle month of each quarter).

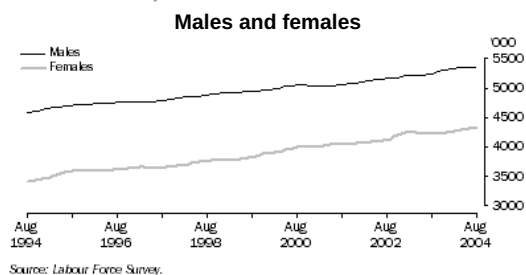
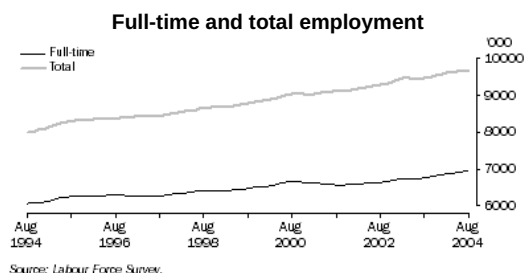
(b) Same period previous year.

(c) Change in in percentage points.

(d) See table 4.1 or the Glossary for further explanation of labour underutilisation rates.

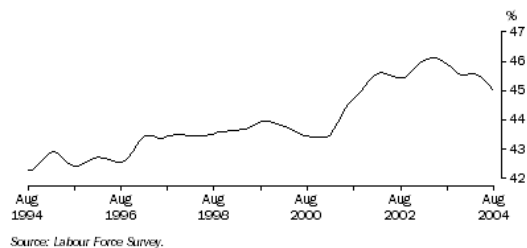
(e) As a proportion of all children aged under 15 years. See the Explanatory Notes for information on family data.

EMPLOYMENT: TREND SERIES

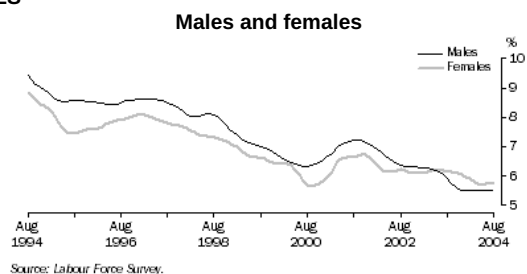


PART-TIME EMPLOYMENT: TREND SERIES

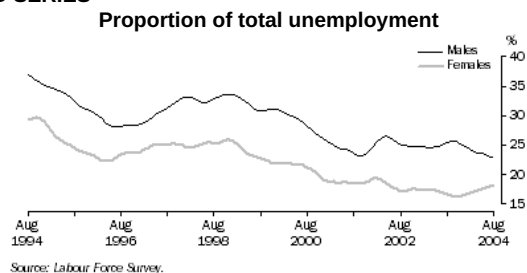




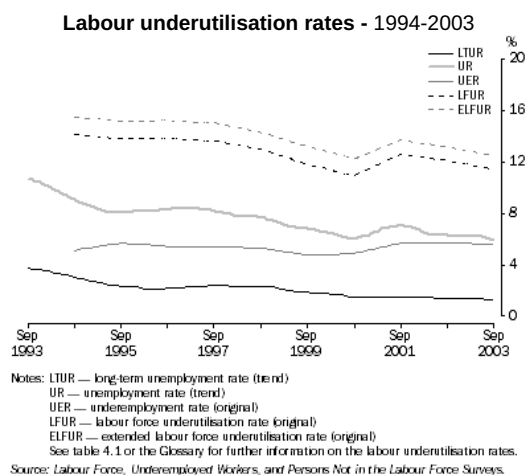
UNEMPLOYMENT RATE: TREND SERIES



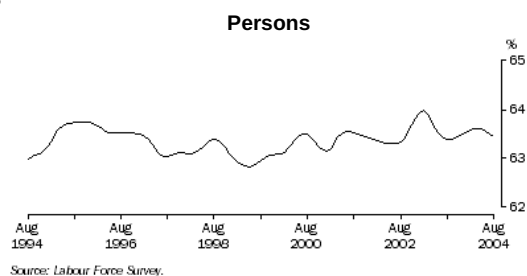
LONG-TERM UNEMPLOYMENT: TREND SERIES

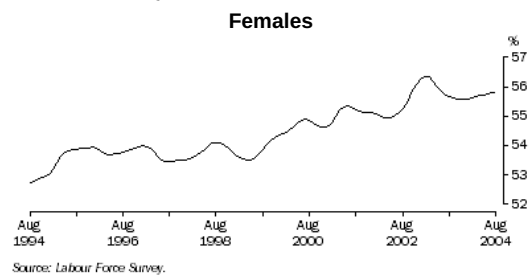
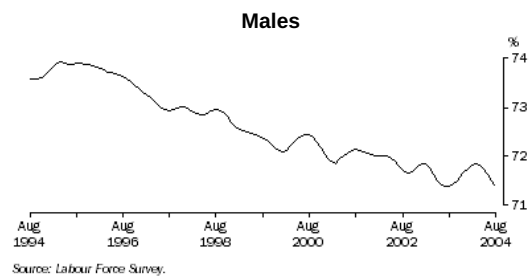


UNDERUTILISED LABOUR



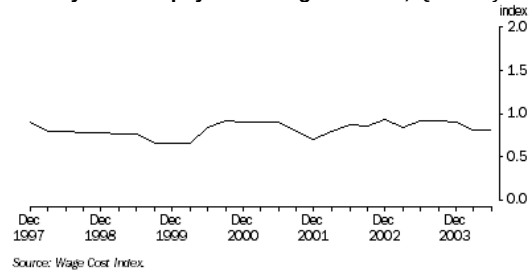
PARTICIPATION RATE: TREND SERIES





WAGE COST INDEX: TREND SERIES

Total hourly rates of pay excluding bonuses, Quarterly change

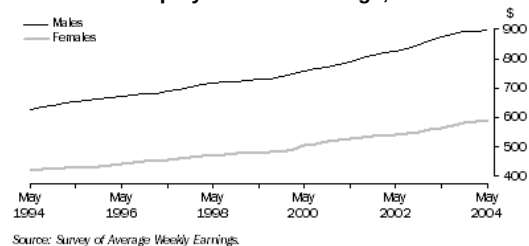


AVERAGE WEEKLY EARNINGS: TREND SERIES

Full-time adult ordinary time earnings, Quarterly change



All employees total earnings, Level



INDUSTRIAL DISPUTES: ORIGINAL SERIES

Working days lost, Quarter ending



JOB VACANCIES: TREND SERIES



About this Release

ABOUT THIS RELEASE

Replaces: Labour Force, Australia 6203.0

This publication is the flagship release for all ABS labour statistics. It draws together data from a range of sources, mostly ABS household and business surveys, to provide an overall picture of the labour market. The key purpose of this publication is to raise awareness of the data available, so that users will be able to use it more effectively.

It contains tables for core data items, presenting the most recent data available at a particular date (rather than relating to a particular reference period). It is also able to be used to announce the release of supplementary surveys and infrequent surveys. Note that, in addition to a brief article in this publication, these would also have separate releases, which would not be delayed by the release in this publication.

The publication is also used to release annual data on Indigenous labour force status, and annual supplementary measures of labour underutilisation. It includes a range of feature articles, both analytical and technical, which will assist users in understanding and interpreting the data and will also promote the range of data available from the ABS labour statistics program. It will be used to announce any changes to labour series or releases.

The publication contains brief explanatory notes, outlining each data source, but referring to the relevant releases, and to Labour Statistics: Concepts, Sources and Methods 6102.0, for more detail.

Mature age people and the labour force (Feature Article)

Feature Article - Mature age people and the labour force

This article was published in the October 2004 issue of **Australian Labour Market Statistics** (cat. no. 6105.0).

LABOUR FORCE CHARACTERISTICS OF MATURE AGE PEOPLE

INTRODUCTION

Australia is undergoing extensive demographic change and, as a consequence, the size and age composition of the labour force is also changing. With a relatively large number of people approaching retirement age over the next few decades, and fewer younger people entering the labour force, there is a possibility of a shortage of labour to meet future demands.

Over recent years the Commonwealth Government has released several strategic documents addressing the challenges associated with the ageing of the Australian population. One of the strategies identified by both the **National Strategy for an Ageing Australia (1)** and the **Intergenerational Report (2)** is to encourage an increased participation of mature age people in the labour force.

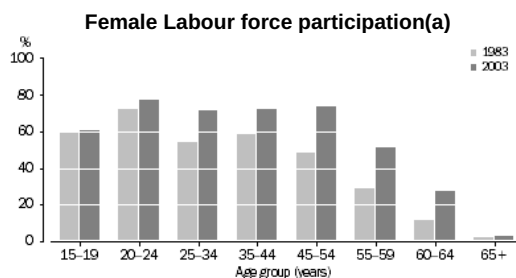
This article focuses on the labour force characteristics of mature age people 45-64 years, as they are most likely to move from the workforce into retirement over the next two decades. It describes their labour force participation, looks at their hours of work and where they are employed, and describes the extent to which their labour is underutilised.

LABOUR FORCE PARTICIPATION

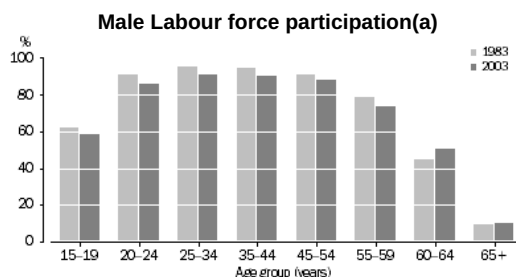
In 2003, the civilian population of Australia aged 45-64 years numbered 4.7 million. Of these, 3.3 million were in the labour force, that is, they were either employed or unemployed. The overall labour force participation rate of people aged 45-64 years has increased steadily over the last twenty years, from 56% in 1983 to 69% in 2003. This increase in participation has been driven largely by the increased participation of women in the labour force, reflecting a range of social changes, including greater acceptance of, and opportunities for, women in the workforce. In 2003, the participation rate for women aged 45-64 was 60%, well above the proportion participating in the labour force in 1983

(35%).

Labour force participation decreases markedly in the older age groups as some people retire or leave the labour force well before their sixties. This is reflected in lower labour force participation rates for both men and women from their forties and fifties. In 2003, most men (88%) and women (74%) aged 45-54 years were participating in the labour force. For those aged 60-64 years, the participation rates for men and women were 50% and 27% respectively.

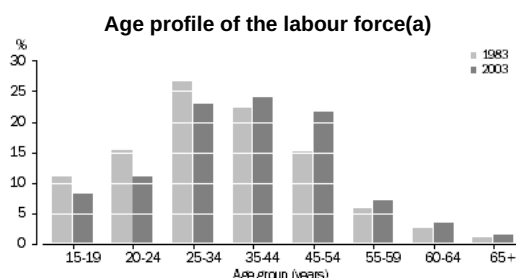


(a) Annual average of monthly original data.
Source: Labour Force, Australia, Detailed – Electronic Delivery, 6291.0.55.001.



(a) Annual average of monthly original data.
Source: Labour Force, Australia, Detailed – Electronic Delivery, 6291.0.55.001.

In 2003, people aged 45-64 years made up almost a third (32%) of the labour force, compared to 23% in 1983. This increase not only reflects increased labour force participation over the period, but also larger numbers of people entering this age group as the 'baby boomers' age.



(a) Annual average of monthly original data.
Source: Labour Force, Australia, Detailed – Electronic Delivery, 6291.0.55.001.

EMPLOYMENT

Hours worked

There has been a shift to part-time employment across all age groups, influenced by various changes in the economy and society. Examples of such changes include: the growth in service industries, the relaxation of trading hour restrictions, the introduction of new technologies that have allowed the extension of production schedules and operating times, and the increased participation of women in the labour force, with the associated need to balance work and family responsibilities.

The proportion of employed people aged 45-64 years working part-time increased from 16% in 1983 to 26% in 2003. People aged 24-44 years experienced a similar increase, from 17% in 1983 to 23% in 2003.

As people move into the older age groups they are increasingly likely to work part-time and this may be due, in part, to the choice made by some workers to reduce their working hours to facilitate a gradual transition to retirement. Of employed people aged 45-54 years, 8% of men and 43% of women worked part-time. The rate of part-time work was higher for employed people aged 55-64 years, with 17% of men and 52% of women working part-time in 2003. Of part-time workers aged 55-64 years, 16% wanted to work more hours, compared with 24% for those aged 45-54 years, and 27% for those aged 25-44 years.

Types of employment

In August 2003, 58% of all workers aged 45-64 years were employees with leave entitlements (excluding owner managers of incorporated enterprises), compared with 65% of workers aged 25-44 years. Owner managers formed the next largest group of workers aged 45-64 years

(28%), compared with 19% of workers aged 25-44 years. The likelihood of this employment type increased with age and was more prevalent among men than women. Men aged 55-64 years were the most likely to be owner managers (40%). In comparison, just over one-quarter (26%) of employed women in this age group were owner managers.

The proportion who were employees without leave entitlements (excluding owner managers of incorporated enterprises) was slightly lower (13%) for workers aged 45-64 years than for people aged 25-44 (16%). Employed women aged 45-64 years were twice as likely (18%) to be employees without entitlements as men of that age (9%). For further information about types of employment, please see **Changes in types of employment** in this issue.

INDUSTRY AND OCCUPATION

Older workers generally have skills and experience gained through many years in the workforce. These workers may be concentrated in particular occupations and industries, and their retirement may have implications for recruitment and staffing levels in these occupations and industries in the future.

In 2003, the Education industry employed the highest proportion of workers aged 45-64 years (47%) followed by Health and community services (42%) and Agriculture, forestry and fishing (41%) industries. The high proportion in the Agriculture, forestry and fishing industry is consistent with the trend for fewer young people to enter farming and with farmers often working beyond the age of 65 years (see **Australian Social Trends, 2003** (cat. no. 4120.0), Farming families, pp 45-49).

The highest concentrations of male workers aged 45-64 years were in the Education industry with 49% of men (108,400) working in this industry aged between 45 and 64 years, followed by Government, administration and defence (46% or 105,700) and Electricity, gas and water supply (44% or 26,500). Women aged 45-64 years were concentrated in Agriculture, forestry and fishing (representing 51,100 or 46% of all women in that industry); Education (211,300 or 46%); and Health and community services (303,700 or 42%).

Many occupations with relatively high proportions of workers aged 45-64 years are those that require higher skill levels. In the broad occupation group Managers and administrators, 46% (318,000 people) were aged 45-64 years in 2003, followed by 38% (146,200 people) in Advanced clerical and service workers and 37% (432,100 people) in the Associate professionals group.

The Professionals occupation group is a large group encompassing numerous occupations, and is the occupation group which contained the largest number of workers aged 45-64 years (640,900 people). Of these mature age workers, 12% were registered nurses, 9% were secondary school teachers and 9% were primary school teachers.

Some occupations with lesser skill requirements also contained large numbers of workers aged 45-64 years. In 2003, 485,700 Intermediate clerical, sales and service workers, and 288,900 Intermediate production and transport workers were aged between 45 and 64 years.

UNDERUTILISED LABOUR

Some people choose not to work at all for various reasons such as caring for others, studying, or retirement. Others are unable to work due to illness or injury. In addition, there are a number of people aged 45-64 years who want to work, but are not able to find that work.

Unemployment

The unemployment rate for those aged 45-64 years (3.8%) was lower than for those aged 25-44 years (5.0%). In September 2003, there were 125,700 persons aged 45-64 years who were unemployed.

As with the total unemployed population, male jobseekers aged 45-64 years were more likely to be looking for full-time work than their female counterparts (90% compared with 73%). Unemployed women aged 45-54 years were more likely than any other female age group to be seeking full-time work (74%). Similarly, unemployed men aged 45-54 years were most likely (93%) to be looking for full-time work.

Long-term unemployment

While the unemployment rate for people aged 45-64 years is relatively low, once unemployed, they tend to remain unemployed longer than their younger counterparts. In September 2003, there were 48,600 people aged 45-64 years who had been unemployed for 12 months or longer.

More than two-fifths (43%) of unemployed people aged 55-64 years had been unemployed for 12 months or longer, compared with just under one-third (33%) of 45-54 year olds and 23% of 25-44 year olds. Unemployed men were more likely to be in long-term unemployment than unemployed women. In September 2003, 45% of unemployed men aged 45-64 years had been unemployed for 12 months or longer compared with 25% of women.

Long term unemployment may make finding employment more difficult because of a loss of relevant skills and employers' perceptions of their 'employability'. This may lead to the unemployed becoming discouraged and choosing to leave the labour force altogether rather than remain unemployed.

Discouraged jobseekers

There were 41,600 people aged 45-64 who wanted to work and were available to work but did not actively look for work for labour market reasons, that is, they were discouraged jobseekers. This is considerably higher than the number for people aged 25-44 years (23,200).

About half of the discouraged jobseekers aged 45-64 years (51%) reported they were discouraged because they felt they were considered too old by employers, while 22% felt there were no jobs in the locality or in their line of work, and a further 18% felt they lacked the necessary schooling, training, skills or experience.

FURTHER INFORMATION

For further information, please contact the Assistant Director, Labour Market, on Canberra 02 6252 5603.

For email enquiries, please contact Client Services on client.services@abs.gov.au.

END NOTES

1 Department of Health and Ageing (DoHA) 2002, **National Strategy for an Ageing Australia**, DoHA, Canberra.

2 Department of the Treasury 2002-03, **Budget Paper No. 5 - Intergenerational Report**, Department of the Treasury, Canberra.

Changes in types of employment (Feature Article)

Feature Article - Changes in types of employment

This article was published in the October 2004 issue of **Australian Labour Market Statistics** (cat. no. 6105.0).

CHANGES IN TYPES OF EMPLOYMENT IN AUSTRALIA, 1992-2003

INTRODUCTION

The nature of employment has been changing in Australia over the past few decades, with considerable attention given to the rise in part-time and 'casual' employment. Related issues of interest are changes in the types of benefits for employees, such as leave entitlements, and the extent of self-employment. However, there has been little data available on changes in the types of employment in Australia over time.

This article presents a time series on the types of employment that people have, including employees who are not entitled to paid sick or holiday leave, and people who own and manage their own business. Estimates are shown for 1992 to 2003, the period for which data are available on a consistent, annual basis. The series are constructed using data from the Labour Force Survey (LFS) and the Survey of Employee Earnings and Benefits, conducted as a supplement to the August LFS each year.

TYPES OF EMPLOYMENT IDENTIFIED IN THIS ARTICLE

The series presented in this article are for the following types of employment:

- employee (not an owner manager of an incorporated enterprise)*
 - employee with paid leave entitlements
 - employee without paid leave entitlements
- owner manager
 - owner manager of an incorporated enterprise*
 - owner manager of an unincorporated enterprise
- contributing family worker

* together these groups comprise the 'employees' category in the Status in Employment classification.

These categories are similar to those in other classifications previously published by the ABS. Some key features are outlined below, while more detail can be found in **Appendix 1** at the end of this article.

Owner managers of incorporated enterprises

The ABS publishes estimates of employed people from the LFS on a monthly basis classified by Status in Employment. This classification has the following mutually exclusive categories: employee; employer; own account worker; and contributing family worker (see the Glossary for more detail).

The Status in Employment classification treats people operating their own limited liability (incorporated) businesses as employees, reflecting their legal status. This is consistent with the concept of employees used in the System of National Accounts.

While this concept of employees may be appropriate from an economic perspective, for other uses there is value in separating owner managers of incorporated enterprises from other employees. Owner managers of incorporated enterprises generally have greater autonomy and authority over their business and employment conditions than other employees, and are usually able to set their own conditions, hours and pay (subject to the earnings of the business and other factors).

Employees without paid leave entitlements

There is interest in employees without paid leave entitlements, as paid sick and holiday leave contributes to the benefits a person can obtain from employment, and is a key indicator of an ongoing employment arrangement. While employees without paid leave entitlements should not necessarily be seen as being in 'casual' or unstable employment, changes in this indicator are still of considerable interest in showing changes in the Australian labour market.

Some indication of the relationship between casual employment and paid leave entitlements can be found through analysis of the results of surveys that included a question on whether an employee considered their job to be casual. Results from the Forms of Employment Survey in November 2001 showed that there is considerable overlap between the two populations: 86% of self-identified casuals did not have paid leave entitlements, and 89% of employees without paid leave entitlements were self-identified casuals.

Casual employment is often associated with short-term employment with hours varying from week to week. However, data from the Forms of Employment Survey indicate that this is not necessarily the case. In November 2001, 37% of employees who considered their jobs to be casual had been with their employer for 2 years or more, 76% expected to be with their current employer in 12 months, and 43% had earnings that did not vary from month to month.

In this article, 'employees with paid leave entitlements' refers to employees (excluding owner managers of incorporated enterprises) who have access to paid sick leave, or paid holiday leave, or both paid sick leave and paid holiday leave. 'Employees without paid leave entitlements' refers to all other employees (excluding owner managers of incorporated enterprises).

METHODOLOGY

The series presented in this article have been derived from combining data from both the Labour Force Survey and the Survey of Employee Earnings and Benefits in August of each year from 1992 to 2003.

The Labour Force Survey provides the core series on the labour force and is released monthly. It includes the Status in Employment classification. In addition, questions in the LFS can be used to identify owner managers of incorporated enterprises, although these questions were not specifically designed for this purpose and it is thought that this results in an undercount of between 5% and 10%. Data based on these questions will be used here, but their limitations should be taken into account when interpreting the results.

Firstly, the LFS is used to provide estimates of employees (excluding owner managers of incorporated enterprises), owner managers of both incorporated and unincorporated enterprises, and contributing family workers.

Employees (excluding owner managers of incorporated enterprises) are then apportioned to 'employees with paid leave entitlements' and 'employees without paid leave entitlements' using information from the Survey of Employee Earnings and Benefits, conducted each August on a subset of the LFS sample. The scope of this survey is restricted to employees, so it cannot provide estimates for all types of employment. However, it is the only annual source of data on whether employees are entitled to paid sick and holiday leave.

The two surveys and the methodology used are described in more detail in **Appendix 2** at the end of this article.

CHANGES IN TYPES OF EMPLOYMENT

Summary

The table below shows how the types of employment have changed for people in Australia between 1992 and 2003.

Employed persons, Distribution by type of employment - 1992 to 2003

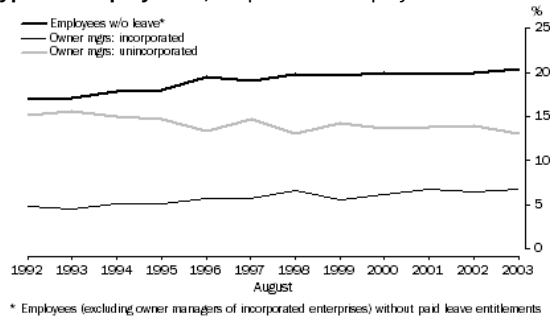
Month	Employees with paid leave entitlements(a) %	Employees without paid leave entitlements(a) %	Owner managers of incorporated enterprises %	Owner managers of unincorporated enterprises %	Contributing family workers %	Total %	Total '000
August							
1992	62.0	16.9	4.9	15.2	1.0	100.07	636.7
1993	61.8	17.1	4.6	15.6	0.9	100.07	636.3
1994	61.0	17.8	5.1	15.0	1.0	100.07	897.4
1995	61.2	18.0	5.2	14.7	0.9	100.08	231.3
1996	60.4	19.5	5.7	13.4	0.9	100.08	332.8
1997	59.6	19.0	5.7	14.7	0.9	100.08	324.3
1998	59.7	19.8	6.6	13.1	0.8	100.08	555.6
1999	59.5	19.7	5.6	14.3	0.9	100.08	692.1
2000	59.3	20.0	6.2	13.6	0.9	100.08	990.3
2001	59.3	19.8	6.8	13.7	0.4	100.09	061.9
2002	59.3	19.9	6.5	13.9	0.4	100.09	244.3
2003	59.5	20.4	6.8	13.0	0.3	100.09	396.5

(a) Excluding owner managers of incorporated enterprises

Employees (excluding owner managers of incorporated enterprises) with paid sick and/or holiday leave entitlements represent the largest category, although their share of employment has dropped from 62.0% in August 1992 to 59.5% in August 2003. Most of the change occurred in the period from 1992 to 1997, with the proportion remaining relatively stable from 1997 onwards.

As shown in the graph on the next page, over the same period employees (excluding owner managers of incorporated enterprises) without paid leave entitlements rose as a proportion of total employment, from 16.9% in 1992 to 20.4% in 2003. Most of this increase occurred in the period to 1998.

Types of employment, Proportion of employed - 1992 to 2003



Owner managers remained stable at about 20% of employment, varying between a minimum of 19.1% and a maximum of 20.5% during the period between 1992 and 2003. However, the split between incorporated and unincorporated enterprises has changed. Owner managers of incorporated enterprises increased proportionally from under a quarter (24.3%) of owner managers in 1992, to just over a third (34.1%) by 2003.

Contributing family workers declined as a proportion of employment, from 1.0% of employment in 1992 to 0.3% of employment in 2003.

Note on time series data

When looking at the time series produced as a result of this analysis, the focus should be on longer term changes. Movements from year to year may not be significant due to sampling error. (For further information see paragraphs 14 and 15 of the Explanatory Notes.)

In April 2001, a new LFS questionnaire was introduced. One of the objectives of the new questionnaire was to introduce minor definitional changes to labour force status. These changes had a net effect of a slight reduction in unemployment and persons not in the labour force, and a slight increase in employment. For more information see **Information Paper: Implementing the Redesigned Labour Force Survey Questionnaire** (cat. no. 6295.0). In addition, changes were made to questions relating to status in employment and hours worked. While these concepts did not change, there is some evidence suggesting that the new questions may have had a small impact on some of the series relating to full-time/part-time status and status in employment.

CHARACTERISTICS OF TYPES OF EMPLOYMENT

Full-time and part-time workers

Although the dominant type of employment is still as an employee with paid leave entitlements working full-time, this has declined from 56% in 1992 to 50% in 2003.

There is a strong relationship between part-time employment and working as an employee without paid leave entitlements. In 2003, 70% of employees without paid leave entitlements worked part-time (down from 75% in 1992).

Between 1992 and 2003, the proportion of owner managers who worked part-time increased from 17% to 20% for owner managers of incorporated enterprises, and from 26% to 30% for owner managers of unincorporated enterprises.

Employed persons, Type of employment by full-time/part-time status - 1992 and 2003

	Proportion of employed			Total '000	Proportion employed part-time %
	Full-time %	Part-time %	Total %		
1992					
Employees with paid leave entitlements(a)	55.6	6.5	62.0	4,738.3	10.4
Employees without paid leave entitlements(a)	4.2	12.8	16.9	1,294.3	75.3
Owner managers of incorporated enterprises	4.0	0.8	4.9	372.2	17.4
Owner managers of unincorporated enterprises	11.2	3.9	15.2	1,157.0	25.8
Contributing family workers	0.2	0.8	1.0	74.9	78.6
Total	75.3	24.7	100.0	7,636.7	24.7
2003					
Employees with paid leave entitlements(a)	50.2	9.3	59.5	5,593.9	15.6
Employees without paid leave entitlements(a)	6.1	14.3	20.4	1,912.8	70.3
Owner managers of incorporated enterprises	5.4	1.3	6.8	634.6	19.5
Owner managers of unincorporated enterprises	9.1	3.9	13.0	1,224.2	30.1
Contributing family workers	0.1	0.3	0.3	30.9	84.6
Total	70.9	29.1	100.0	9,396.5	29.1

(a) Excluding owner managers of incorporated enterprises

Sex

Similar proportions of men and women worked as employees with paid leave entitlements (60% and 59% respectively). However, women

were more likely to do so on a part-time basis (29% of women working as employees with paid leave entitlements in 2003 worked part-time, compared with 5% of men).

A higher proportion of women worked as employees without paid leave entitlements (26% in 2003, compared with 16% of men), reflecting the higher proportion of women working on a part-time basis (47% compared with 15% of men). Men were more likely to work as an owner manager (24% compared with 14% of women).

Employed persons, Type of employment by full-time/part-time status by sex - 2003

Proportion of employed					
	Full-time %	Part-time %	Total %	Total '000	Proportion employed part-time %
Males					
Employees with paid leave entitlements(a)	56.9	2.8	59.7	3,100.2	4.7
Employees without paid leave entitlements(a)	7.2	8.5	15.6	811.2	54.2
Owner managers of incorporated enterprises	8.0	0.6	8.6	445.1	6.8
Owner managers of unincorporated enterprises	13.1	2.8	15.9	825.6	17.8
Contributing family workers	0.1	0.2	0.3	14.1	79.7
Total	85.1	14.9	100.0	5,196.2	14.9
Females					
Employees with paid leave entitlements(a)	42.0	17.3	59.4	2,493.7	29.2
Employees without paid leave entitlements(a)	4.7	21.5	26.2	1,101.6	82.1
Owner managers of incorporated enterprises	2.3	2.2	4.5	189.4	49.2
Owner managers of unincorporated enterprises	4.2	5.3	9.5	398.7	55.7
Contributing family workers	-	0.4	0.4	16.7	88.6
Total	53.3	46.7	100.0	4,200.2	46.7

- nil or rounded to zero (including null cells)

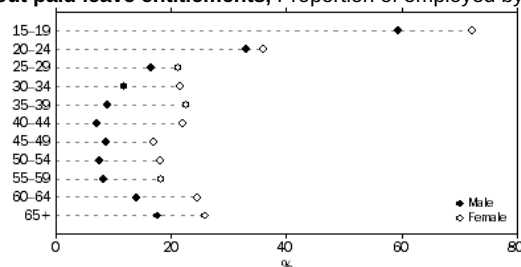
(a) Excluding owner managers of incorporated enterprises

Most of the increase in the proportion of employed persons who were employees without paid leave entitlements is due to changes for men rather than women. The proportion of employed men who were employees without paid leave entitlements increased over the period 1992 to 2003, from 11% to 16%, while the proportion for women remained stable at close to 26% over the same period.

Age

In August 2003, people in younger and older age groups were more likely to be working as an employee without paid leave entitlements. People aged 15 to 19 years were most likely to be employees without paid leave entitlements (66%), followed by people aged 20 to 24 years (34%), and people aged 65 years and over (22%).

Employees* without paid leave entitlements, Proportion of employed by age and sex - 2003

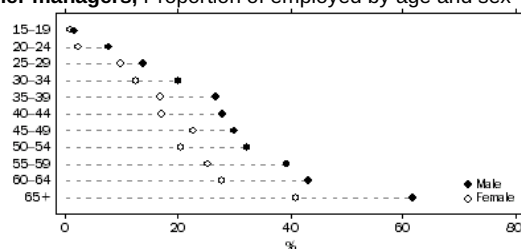


* Excluding owner managers of incorporated enterprises

The increase in the proportion of employed persons who were employees without paid leave entitlements has been greatest for people aged 15 to 24 years (from 34% in 1992 to 47% in 2003). This may largely reflect the increase in youth full-time education attendance rates, as full-time students would be expected to be more likely to have part-time jobs without paid leave entitlements. In 2003, 48% of people aged 15 to 24 years were in full-time education, compared to 40% in 1992.

In August 2003, people in older age groups were more likely to be an owner manager. Of employed people aged 65 years and over, 56% were owner managers, compared with only 1% of employed people aged 15 to 19 years.

Owner managers, Proportion of employed by age and sex - 2003

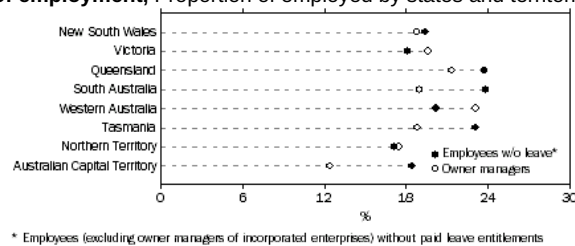


States and territories

South Australia (24%), Queensland (24%) and Tasmania (23%) had the highest proportion of employed persons who were employees

without paid leave entitlements in August 2003, with Northern Territory (17%) and Victoria (18%) having the lowest.

Types of employment, Proportion of employed by states and territories - 2003



Western Australia had the highest proportion (23%) of owner managers, as a proportion of employed persons, of all states and territories in August 2003, with the Australian Capital Territory being the lowest at 12%.

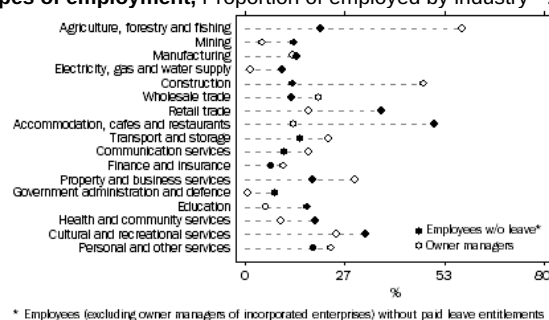
Industry

Accommodation, cafes and restaurants had the highest proportion of employed persons who were employees without paid leave entitlements (51%), followed by Retail trade (37%) and Cultural and recreational services (32%).

Agriculture, forestry and fishing had the highest proportion of owner managers (58%), followed by Construction (48%).

Government administration and defence and Electricity, gas and water supply had relatively low proportions of both groups, reflecting the predominance of employee jobs with paid leave entitlements in these industries.

Types of employment, Proportion of employed by industry - 2003

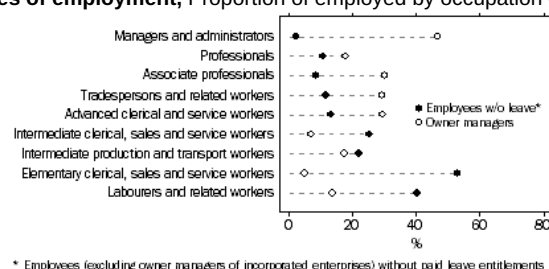


Occupation

Employed persons in lower skilled occupations were more likely to be employees without paid leave entitlements. Elementary clerical, sales and services workers had the highest proportion of employees without paid leave entitlements (53%), followed by Labourers and related workers (40%). The occupations with the lowest proportion of employees without paid leave entitlements were Managers and administrators (2%) and Associate professionals (8%).

Managers and administrators had the highest proportion of owner managers (47%), while the occupations with the lowest proportion of owner managers were Elementary clerical, sales and service workers (5%), and Intermediate clerical, sales and service workers (7%).

Types of employment, Proportion of employed by occupation - 2003



CHANGES IN TYPES OF EMPLOYMENT APPENDIX

APPENDIX 1: EMPLOYMENT TYPE CLASSIFICATIONS

The ABS publishes data related to types of employment through the Status in Employment classification, the Employment Type

classification, and estimates of employees with and without paid leave entitlements. The series presented in this analysis follows on from these approaches, using elements of each.

The series 'employees with paid leave entitlements' and 'employees without paid leave entitlements' are similar to the series previously published from the Survey of Employee Earnings and Benefits, but owner managers of incorporated enterprises are now identified separately, and other categories of employed people are included.

The categories presented in this analysis are closely related to the Employment Type classification as used in the Forms of Employment surveys in 1998 and 2001, and the Survey of Employment Arrangements and Superannuation in 2000. This classification combined 'employers' and 'own account workers' into 'owner managers of unincorporated enterprises', and separated owner managers of incorporated enterprises from other employees.

These surveys included a question on whether an employee considered their job to be casual, and this was used to divide employees who were not owner managers of incorporated enterprises into 'employees with paid leave entitlements', 'self identified casuals', and 'employees without paid leave entitlements who did not identify as casual'.

As the question on whether an employee considered their job to be casual was only available in these three surveys, it is not possible to present this data on a time series basis prior to 1998.

Employees without paid leave entitlements

Information on employees with and without paid leave entitlements is published annually in **Employee Earnings, Benefits and Trade Union Membership** (cat. no. 6310.0).

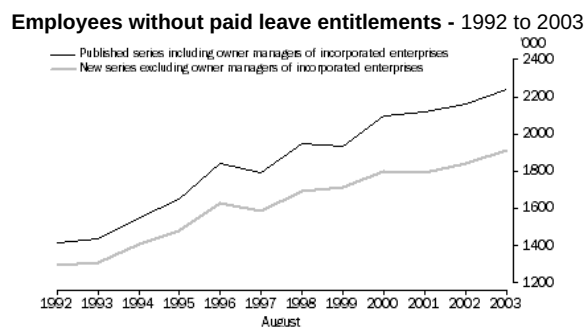
Prior to August 2000, the ABS published estimates of 'casual' and 'permanent' employees from the Survey of Employee Earnings and Benefits, based on access to paid leave. However, being without paid leave entitlements is not equivalent to being employed on a casual basis and, from August 2000, these terms were removed.

Estimates of employees with and without paid leave entitlements published from the Survey of Employee Earnings and Benefits have included owner managers of incorporated enterprises. Since a lower proportion of owner managers of incorporated enterprises have paid leave entitlements (45% in August 2003) than other employees (75%), there was criticism that their inclusion distorted the proportion of employees with paid leave entitlements.

COMPARISON WITH OTHER DATA

The graph below shows the number of employees without paid leave entitlements series originally published in the Survey of Employee Earnings and Benefits publication **Employee Earnings, Benefits and Trade Union Membership** (cat. no. 6310.0) compared with the series developed for this analysis. The series is consistently lower, reflecting the exclusion of owner managers of incorporated enterprises.

The gap between the two series has increased in recent years, reflecting the increase in the proportion of owner managers of incorporated enterprises.



According to the estimates published from the Survey of Employee Earnings and Benefits, employees without paid leave entitlements as a proportion of all employees increased from 22.3% in 1992 to 27.6% in 2003. The series in this article, which excludes owner managers of incorporated enterprises, showed a lower proportion of employees without paid leave entitlements, with the proportion increasing from 21.5% in 1992 to 25.5% in 2003.

The analysis presented in this article is generally as a proportion of all employed, rather than of employees (or, in the latter case, employees excluding owner managers of incorporated enterprises). These proportions are lower again, although still showed an increase from 16.9% in 1992 to 20.4% in 2003.

APPENDIX 2: DATA SOURCES AND METHODOLOGY

Since the monthly LFS does not collect information about paid leave entitlements, and since the Survey of Employee Earnings and Benefits only covers employees and has weights that have not been adjusted for LFS rebenchmarking, for the purposes of this analysis data from

both datasets have been used. This section provides more information about each collection, as well as details of the methodology used to produce the series presented in this article.

LABOUR FORCE SURVEY

The LFS is conducted each month on a sample of about 30,000 households, which translates to a sample of about 62,000 people who are usually resident in those households. Demographic data are collected each month, as well as details of labour force activity (e.g. whether working or not, number of hours worked during the week, etc.). In the middle month of each quarter (February, May, August, November) extra information is collected, including industry and occupation. For most months of the year additional questions are added on to the end of the LFS to obtain information on specific topics. These topics are generally referred to as **supplementary surveys**.

Population benchmarks

LFS estimates of persons employed, unemployed and not in the labour force are calculated in such a way as to add up to independent estimates of the civilian population aged 15 and over (**population benchmarks**).

The benchmarks are based on Census of Population and Housing data, adjusted for differences in scope, under-enumeration in the Census, and updated monthly for births, deaths, interstate and intrastate migration, and net permanent and long-term overseas migration. Benchmarks are classified by state/territory of usual residence, part of state of usual residence (capital city/balance of state), age and sex. Each cross-classification of these benchmark variables is known as a benchmark cell.

Expansion factors, or weights, are applied to the survey's sampled respondents to derive estimates that relate to the whole population in the scope of the survey each month. Each sample respondent is allocated a weight depending on their benchmark cell and state/territory of enumeration.

LFS estimates for each characteristic of interest are formed by summing the weights of the respondents in the sample with that characteristic. The weighting procedure reduces sampling variability by ensuring that estimates conform to the benchmark distribution of the usually resident civilian population by age, sex and geographic area, while simultaneously compensating and adjusting for any under-enumeration or non-response in the survey.

Every five years, LFS estimates are revised when updated benchmarks become available from the Census of Population and Housing. From February 2004, LFS estimates are compiled using revised population benchmarks based on results from the 2001 census. LFS estimates for the period January 1999 to January 2004 have been revised based on the updated population benchmarks.

The LFS questionnaire

While there are questions included in the LFS questionnaire that can be used to identify owner managers of incorporated enterprises, these questions were not specifically designed for this purpose, and analysis indicates that they do not identify all owner managers of incorporated enterprises. The questions used prior to April 2001 were thought to identify around 90% of owner managers of incorporated enterprises. The count of owner managers of incorporated enterprises has increased since April 2001, and it is thought that around 95% may now be identified, although there has not been any testing to confirm this. A question to be included in the November 2004 Forms of Employment Survey - asking people who say that they work for an employer, whether that is as part of their own business - should be able to verify the proportion of owner managers of incorporated enterprises now being identified.

The Business Register check

Prior to February 2000, the employer or business name and address provided by an LFS respondent was compared with information on the ABS Business Register. Where a matching entry was found, the legal status recorded on the Register was used to override the legal status provided by the respondent. Legal status is required because the owner-manager of an incorporated business is classed as an **employee**, whereas the owner manager of an unincorporated business is classed as an **employer** or **own account worker**. This treatment ensures that LFS data are consistent with Australian National Accounts data.

The ABS Business Register check was conducted in the mid-month of the quarter (February, May, August and November). Where there was no matching Business Register entry (about 50% of cases) or the Business Register check was not done, the business's legal status provided by the respondent was accepted.

The ABS found it costly and difficult to maintain accurate location level information on its Business Register for large, multi-location businesses. On cost-benefit grounds, it was decided to cease recording location level data for such entities in certain industries. As a result, the Business Register check in the LFS ceased, as the rate of matching responses to the Register was expected to drop to levels that would make the coding method no longer viable. From the February 2000 survey onwards, only the respondent's description of the legal status of their business has been used, and the ABS Business Register check has been discontinued.

For consistency, the analysis in this article does not use the Status in Employment series resulting from the Business Register check for legal status. Instead, the information provided by the respondent has been used, so the estimates of employees and owner managers of unincorporated enterprises will not match those published for periods prior to February 2000.

SURVEY OF EMPLOYEE EARNINGS AND BENEFITS

The Survey of Employee Earnings and Benefits is a supplementary survey conducted in August each year, on a reduced sample of the households selected in the LFS in August each year. The LFS sample is reduced in several ways. One-eighth of the sample each month

leaves the survey, and this outgoing group is excluded from the Survey of Employee Earnings and Benefits. Additional exclusions are people living in private dwellings in remote and sparsely settled parts of Australia, institutionalised people, and boarding school pupils. The scope of the Survey of Employee Earnings and Benefits is further limited to employees, hence excluding owner managers of unincorporated enterprises and contributing family workers.

Weights for supplementary survey results are originally derived from the LFS weights, but take into account the reduced sample size. However, these weights are not subsequently revised to account for later revisions to the LFS weights. This means that, after any revision to LFS benchmarks, estimates can be inconsistent between supplementary surveys and the LFS.

Estimates of employees with and without paid leave entitlements produced from the Survey of Employee Earnings and Benefits could result in different estimates of employees with and without paid leave entitlements than if the questions about paid leave entitlements were asked of all employees in the LFS, because of the difference in samples and weighting between the two surveys.

METHODOLOGY

1. Estimates calculated from LFS data

Estimates of the following groups were obtained using rebenchmarked LFS weights.

- employee (not an owner manager of an incorporated enterprise)
- owner manager of an incorporated enterprise
- owner manager of an unincorporated enterprise
- contributing family worker

2. Estimates calculated using both LFS and Survey of Employee Earnings and Benefits data

Estimates of the following groups were obtained using a combined LFS/Survey of Employee Earnings and Benefits weight.

- employee (not an owner manager of an incorporated enterprise) with paid leave entitlements
- employee (not an owner manager of an incorporated enterprise) without paid leave entitlements

The weight was based on the original weights from the Survey of Employee Earnings and Benefits, but benchmarked to the most recently released LFS estimates of employees (excluding owner managers of incorporated enterprises).

The estimates in this article are not comparable with those published in other ABS products.

FOR MORE INFORMATION

For further information, please contact the Assistant Director, Labour Market, on Canberra 02 6252 5758.

Spreadsheets containing the data used in this article are now available to purchase through AusStats via the ABS home page [AusStats - Publications and Data], then [Data Cubes - 6105.0 Australian Labour Market Statistics - Table 2 Types of employment 1992-2003].

For email enquiries, please contact Client Services on client.services@abs.gov.au.

Explanatory Notes

Explanatory Notes

INTRODUCTION

1 Australian Labour Market Statistics brings together a range of ABS labour statistics to present a statistical summary of the Australian labour market. It has been developed primarily as a reference document, and provides a broad basis for labour analysis and research.

2 In addition to data from the Labour Force Survey (LFS), this publication contains statistics from a range of other ABS labour surveys including Average Weekly Earnings, the Wage Cost Index, Job Vacancies, Employment and Earnings - Public Sector, and Industrial Disputes. The publication also includes summary data from recently released labour force supplementary surveys.

3 This publication includes international data for selected labour market indicators.

LABOUR STATISTICS CONCEPTS, SOURCES AND METHODS

4 The concepts and definitions underpinning ABS labour statistics align closely with the standards and guidelines set out in Resolutions of the International Conference of Labour Statisticians. Descriptions of the underlying concepts of Australia's labour market statistics, and the sources and methods used in compiling the estimates, are presented in **Labour Statistics: Concepts, Sources and Methods** (cat. no. 6102.0.55.001), which is available on the ABS web site at <https://www.abs.gov.au> [Themes - People - Labour - **Labour Statistics: Concepts, Sources and Methods**].

5 For an explanation of terms used in this publication, refer to the Glossary.

LABOUR STATISTICS THEME PAGE

6 The Labour Statistics theme page is a portal to all labour statistics and related information residing on the ABS web site. The page contains hyperlinks to **Labour Statistics: Concepts, Sources and Methods** (cat. no. 6102.0.55.001); information about labour related surveys; and a help page for respondents to ABS labour related surveys. The Labour Theme Page can be accessed at <<https://www.abs.gov.au>> [Themes - People - Labour].

TREND ESTIMATES

7 Series in this publication include **original** and **trend** series. Special care should be taken in interpreting data for the most recent months and quarters, as some of the original and all of the trend series are subject to revision.

8 It is not uncommon for movements in original time series data and those provided from trend series to differ. Movements in a time series of original data may reflect several factors, including:

- longer-term changes in the item being measured (i.e. trend movements)
- short-term irregular changes
- regular seasonal influences
- normal 'trading', 'working' or 'pay' day patterns
- systematic holiday effects.

9 Trend estimates help the user to identify the underlying magnitude and direction of a time series. Seasonal adjustment removes the effect of the last three listed influences from the data, leaving only trend and short-term irregular movements. Trend estimates are then obtained by removing the effects of the short-term irregularities, which in some series can be a major contributor to movements in the original data.

10 Trend estimates are produced by smoothing the seasonally adjusted series using a statistical procedure based on Henderson moving averages. At each time point in a series, a trend estimate is calculated using a centred x-term Henderson moving average of the seasonally adjusted series. The moving averages are centred on the point in time at which the trend is being estimated. The number of terms used to calculate the trend varies across surveys. Generally, ABS monthly surveys use a 13-term moving average and quarterly surveys use a 7-term moving average.

11 Estimates for the most recent time points cannot be calculated using the centred average method as there are insufficient data to do so. Instead, alternative approaches that approximate the smoothing properties of the Henderson moving average are used. This can lead to revision in the trend estimates for the most recent time periods until sufficient data are available to calculate the trend using the centred Henderson moving average. Revisions of trend estimates will also occur with revisions to the original data and re-estimation of seasonal adjustment factors.

12 Seasonal factors are reviewed at least annually for ABS labour series, to take account of additional original data. The results of the latest reviews were used to compile the trend estimates given in this publication. For further information about the most recent reviews of seasonal factors for the labour surveys, see the following publications:

- for labour force see **Labour Force, Australia** (cat. no. 6202.0)
- for wage cost index see **Wage Cost Index, Australia** (cat. no. 6345.0)
- for average weekly earnings see **Average Weekly Earnings, Australia** (cat. no. 6302.0)
- for public sector employees see **Wage and Salary Earners, Public Sector, Australia** (cat. no. 6248.0.55.001)
- for job vacancies see **Job Vacancies, Australia** (cat. no. 6354.0).

13 The general methods used in the ABS for estimating trends are described in **Information Paper: A Guide to Interpreting Time Series - Monitoring Trends** (cat. no. 1349.0).

RELIABILITY OF ESTIMATES

14 Estimates in this publication are subject to two types of error:

- sampling error - errors that occur because the data were obtained from a sample rather than the entire population
- non-sampling error - errors that occur at any stage of a survey and can also occur in a census, e.g. incorrect responses to questions, processing errors, frame deficiencies.

15 For more information on these sources of error, and on measures of these types of errors, including standard errors, refer to the main publications associated with each of the data series presented in this publication (see the relevant sections later in these Explanatory Notes). More information on standard errors applying to LFS estimates is contained in **Information Paper: Labour Force Survey Standard Errors** (cat. no. 6298.0).

ROUNDING

16 Estimates have been rounded and discrepancies may occur between sums of the component items and totals.

LABOUR FORCE SURVEY DATA

Description of the survey

17 Data in tables 1.1-1.7, 2.1-2.10, 3.1-3.3, 4.3 and 4.4 are obtained from the Labour Force Survey (LFS), which provides extensive information about the labour market on a monthly basis. The LFS is a component of the Monthly Population Survey (MPS), which includes the LFS and supplementary surveys.

Monthly Population Survey

18 The MPS is a population survey based on a multi-stage area sample of private dwellings (currently about 30,000 houses, flats, etc.), and list samples of discrete Indigenous communities and non-private dwellings (hospitals, hotels, motels, etc.), and covers about 0.5% of the population of Australia. The information is obtained from occupants of selected dwellings by interviewers, with the first interview conducted face-to-face and subsequent interviews over the telephone. Once selected, households are included for eight consecutive months before being replaced.

Labour Force Survey

19 The LFS has been conducted on a monthly basis since February 1978. Prior to that, from 1964 to 1978, a national survey was conducted quarterly. Telephone interviewing was introduced between August 1996 and February 1997. New questionnaires have been introduced periodically, most recently in April 2001.

20 The LFS includes all usual residents of Australia aged 15 and over except:

- members of the permanent defence forces
- certain diplomatic personnel of overseas governments, customarily excluded from census and estimated population counts
- overseas residents in Australia
- members of non-Australian defence forces (and their dependants) stationed in Australia.

21 From July 1993, Jervis Bay Territory has been excluded from the scope of the LFS.

Supplementary surveys

22 The supplementary surveys collect additional data on a different topic each month. Many topics covered are rotated on an annual or less frequent basis, while others are included once only. Results from each supplementary survey topic are released separately. A list of topics covered in recent years is in Appendix 3.

23 Tables 4.1 and 4.2 contain data from the annual supplementary surveys Underemployed Workers and Persons Not in the Labour Force. These tables are updated annually.

24 The supplementary surveys include a subset of the persons included in the LFS (see paragraph 20). The additional exclusions for most supplementary surveys are:

- persons living in private dwellings in remote and sparsely settled parts of Australia
- institutionalised persons
- boarding school pupils.

Reference period

25 Interviews are generally conducted during the two weeks beginning on the Monday between the 6th and 12th of each month, with questions relating to the week prior to the interview (the reference week).

Notes on data

26 From time to time, changes to survey methodology affect the time series produced. Some examples of changes to this survey are: new questions added to the LFS questionnaire in April 2001; and the introduction of telephone interviewing in 1996-97.

27 In February 2004 the definition of unemployed persons was changed to include all persons who were waiting to start work and were available to start in the reference week, with consequent revisions to data from April 2001 to January 2004. For further details, see **Information Paper: Forthcoming Changes to Labour Force Statistics** (cat. no. 6292.0).

Population benchmarks

28 LFS estimates of persons employed, unemployed and not in the labour force are calculated in such a way as to add up to independently estimated counts (benchmarks) of the civilian population aged 15 years and over. These benchmarks are based on census data adjusted for under-enumeration and updated for births, deaths, interstate migration, and net permanent and long-term migration. This procedure compensates for under-enumeration in the survey, and leads to more reliable estimates.

29 From February 2004, labour force estimates have been compiled using benchmarks based on the results of the 2001 Census of Population and Housing. Revisions were made to historical estimates from January 1999 to January 2004. These revisions affect original, seasonally adjusted and trend estimates. The next revision is scheduled for February 2009 to take account of the results from the 2006

census.

Families series

30 Family relationship is not determined for all households and persons in scope of the LFS. This is due to a number of factors related to the scope and coverage of the LFS, as well as difficulties in determining family structure and characteristics. The survey questions used to determine family relationships are restricted to persons enumerated as usual residents of private dwellings. That is, the following persons are excluded:

- all persons enumerated in non-private dwellings (including hotels, motels, hospitals and other institutions)
- persons enumerated as visitors to (rather than usual residents of) private dwellings.

31 In addition, in those households where it is not possible to obtain information relating to all the usual residents, no family information is recorded. Thus, persons living in households that include a member of the permanent defence forces, who is outside the scope of the LFS, are excluded from survey questions used to determine family relationships. This also applies to households that, at the time of the survey, had one or more of their usual residents away for more than six weeks, and households from which an incomplete or inadequate questionnaire was obtained for any usual resident in scope of the survey.

Further information and data on the LFS

32 LFS estimates are published monthly in **Labour Force, Australia** (cat. no. 6202.0). A series of time series spreadsheets are released at the same time as this publication under cat. no. 6202.0.55.001. More detailed estimates are released, in electronic format, one week later, under cat. no. 6291.0.55.001. All electronic data can be accessed via the ABS web site at <<https://www.abs.gov.au>>. Additional data are available on request.

33 For further information about the range of LFS products and services, and the concepts and methodology used in the LFS, refer to **Information Paper: Changes to Labour Force Survey Products** (cat. no. 6297.0), **Labour Statistics: Concepts, Sources and Methods** (cat. no. 6102.0.55.001), or contact the Assistant Director, Labour Force Survey on Canberra (02) 6252 6565.

EMPLOYER SURVEY DATA

34 Tables 2.11, 5.1-5.3, 6.1-6.2 and 7.1 of this publication contain data from ABS employer surveys.

Scope of employer surveys

35 Except where otherwise noted, the sample for ABS labour employer surveys is selected from the ABS Business Register, which is primarily based on registrations to the Australian Taxation Office's (ATO) Pay As You Go Withholding scheme. The population is updated quarterly to take account of new businesses, business that have ceased employing, changes in employment levels, changes in industry, and other general business changes. Businesses excluded from the scope of the employer surveys are:

- those primarily engaged in Agriculture, forestry and fishing (except for the Survey of Employment and Earnings)
- private households employing staff
- overseas embassies, consulates, etc.
- those located outside Australia.

JOB VACANCIES DATA

36 Table 7.1 contains data from the Job Vacancies Survey (JVS).

Description of the survey

37 The current Job Vacancies Survey has been conducted since November 1983 and is a quarterly sample survey of approximately 4,600 employers. The survey produces estimates of the number of job vacancies in Australia.

Reference date

38 The reference date for the survey is the third Friday of the middle month of the quarter.

Notes on data

39 Prior to the August quarter 1999, job vacancies statistics were collected as part of the Job Vacancies and Overtime Survey. The overtime component of the survey ceased following the May quarter 1999.

Further information

40 For further information about the range of products and services relating to ABS job vacancies statistics, and the concepts and methodology used, refer to **Job Vacancies, Australia** (cat. no. 6354.0), **Labour Statistics: Concepts, Sources and Methods** (cat. no. 6102.0.55.001), the associated time series spreadsheets available from the ABS web site, or contact the Manager, Job Vacancies Survey on Perth (08) 9360 5304.

PUBLIC SECTOR EMPLOYEES DATA

Description of the survey

41 Data in table 2.11 are obtained from a quarterly survey of public sector businesses: the Survey of Employment and Earnings - Public Sector (SEE). This survey has been conducted on a quarterly basis since the September quarter 1983. The survey measures both the number of public sector wage and salary earners employed in the middle month of each quarter and their total quarterly earnings.

Reference period

42 The reference period for employees is the last pay period ending on or before the third Friday of the middle month of the quarter. The reference period for gross earnings is all pay periods which end within the quarter.

Notes on data

43 The private sector component of the Survey of Employment and Earnings was discontinued after the December quarter 2001.

Further information

44 For further information about the range of products and services relating to public service employees, and the concepts and methodology used, refer to **Wage and Salary Earners, Public Sector, Australia** (cat. no. 6248.0.55.001), **Labour Statistics: Concepts, Sources and Methods** (cat. no. 6102.0.55.001), or contact the Manager, Survey of Employment and Earnings, Public Sector on Perth (08) 9360 3141.

AVERAGE WEEKLY EARNINGS DATA

45 Table 5.2 contains data from the Survey of Average Weekly Earnings (AWE).

Description of the survey

46 The Survey of Average Weekly Earnings has been conducted quarterly since August 1981. Approximately 4,700 businesses contribute to the survey each quarter. The purpose of the survey is to measure average gross weekly earnings per employee job in Australia.

47 Average weekly earnings statistics represent average gross (before tax) earnings of employees and do not relate to average award rates nor to the earnings of the 'average person'. Estimates of average weekly earnings are derived by dividing estimates of weekly total earnings by estimates of number of employees. Changes in the averages may be affected not only by changes in the level of earnings of employees but also by changes in the overall composition of the wage and salary earner segment of the labour force.

Reference period

48 The reference period for the survey is the last pay period ending on or before the third Friday of the middle month of the quarter. For non-weekly payrolls, businesses are asked to provide one week's portion.

Further information

49 For further information about the range of products and services relating to average weekly earnings refer to **Average Weekly Earnings, Australia** (cat. no. 6302.0), **Labour Statistics: Concepts, Sources and Methods** (cat. no. 6102.0.55.001), the associated time series spreadsheets available from the ABS web site, or contact the Manager, Survey of Average Weekly Earnings on Perth (08) 9360 5304.

WAGE COST INDEX DATA

50 Table 5.1 contains data from the **Wage Cost Index, Australia** (cat. no. 6345.0) publication.

Description of the survey

51 The Wage Cost Index (WCI) is a price index which measures changes over time in wage and salary costs for employee jobs, unaffected by changes in the quality or quantity of work performed. Changes in wages and salaries resulting from changes in the composition of the labour market are excluded from the WCI movements. Index numbers have been compiled and published since December quarter 1997 (with a reference base of September quarter 1997 = 100.0). Approximately 19,000 matched jobs from 4,100 qualifying businesses are priced each quarter.

Reference period

52 The reference period for the survey is the last pay period ending on or before the third Friday of the mid-month of the quarter.

Further information

53 For further information about the range of products and services relating to the Wage Cost Index, and the concepts and methodology used, refer to **Wage Cost Index, Australia** (cat. no. 6345.0), **Information Paper: Wage Cost Index, Australia** (cat. no. 6346.0), **Labour Statistics: Concepts, Sources and Methods** (cat. no. 6102.0.55.001), the associated time series spreadsheets available from the ABS web site, or contact the Labour Price Index Output Group on Perth (08) 9360 5151.

INDUSTRIAL DISPUTES DATA

54 Tables 6.1 and 6.2 contain data from the Industrial Disputes collection.

Description of the survey

55 The ABS has been collecting information about industrial disputes since 1913. The Industrial Disputes collection produces estimates of the number of industrial disputes (where ten or more working days are lost), employees involved, and working days lost.

56 The scope of the Industrial Disputes collection is restricted to employing businesses at which an industrial dispute has occurred. For this collection, industrial disputes are defined as work stoppages of ten working days or more. Ten working days are equivalent to the amount of ordinary time worked by ten people in one day, regardless of the length of the stoppage, e.g. 3,000 workers on strike for two hours would be counted as 750 working days lost (assuming they work an eight-hour day).

57 Effects on other establishments not directly involved in the dispute, such as stand-downs because of lack of materials, disruption of transport services, power cuts, etc. are not included in the scope of this collection.

Reference period

58 The collection reference period is the calendar quarter.

Further information

59 For further information about the range of products and services relating to ABS industrial disputes statistics, and the concepts and methodology used, refer to the electronic publication **Industrial Disputes, Australia** (cat. no. 6321.0.55.001) and the associated time series spreadsheets, available from the ABS web site, **Labour Statistics: Concepts, Sources and Methods** (cat. no. 6102.0.55.001), or contact the Manager, Industrial Disputes on Perth (08) 9360 5159.

NATIONAL ACCOUNTS DATA

60 Table 5.3 contains data from the Australian National Accounts.

61 Estimates of compensation of employees are contained within the Income Accounts of the Australian National Accounts, which are published in **Australian System of National Accounts** (cat. no. 5204.0) and **Australian Economic Indicators** (cat. no. 1350.0). For further information on how estimates are obtained, see **Australian System of National Accounts: Concepts, Sources and Methods** (cat. no. 5216.0).

INTERNATIONAL DATA

62 Table 1.8 contains data from the International Labour Organisation.

63 Estimates of key indicators of the labour markets from various countries have been included for comparison with Australian estimates of labour force participation, employment, unemployment and unemployment rates.

Glossary

Active steps to find work

Includes writing, telephoning or applying in person to an employer for work; answering an advertisement for a job; checking factory noticeboards or the touchscreens at Centrelink offices; being registered with Centrelink as a jobseeker; checking or registering with any other employment agency; advertising or tendering for work; and contacting friends or relatives.

Actual hours worked

The hours actually worked during the reference week, not necessarily hours paid for.

Adult employees

Adult employees are those employees 21 years of age or over and those employees who, although under 21 years of age, are paid at the full adult rate for their occupation.

Aggregate (actual) hours worked

The total number of hours a group of employed persons has actually worked during the reference week, not necessarily hours paid for.

Attending full-time education

Persons aged 15-24 years who were enrolled full-time at secondary school, high school, Technical and Further Education (TAFE) college, university, or other educational institution in the reference week.

Average compensation per employee

National Accounts. The total compensation of employees divided by the number of employees.

Average earnings (National Accounts basis)

See **average compensation per employee**.

Average hours worked

Aggregate hours worked by a group divided by the number of persons in that group.

Average weekly earnings

Average weekly earnings represent average gross (before tax) earnings of employees and do not relate to average award rates nor to the earnings of the 'average person'. Estimates of average weekly earnings are derived by dividing estimates of weekly total earnings by estimates of number of employees. For information about scope exclusions applying to employer surveys, refer to paragraph 35 of the Explanatory Notes.

Civilian population aged 15 years and over

All usual residents of Australia aged 15 years and over except members of the permanent defence forces, certain diplomatic personnel of overseas governments customarily excluded from census and estimated population counts, overseas residents in Australia, and members of non-Australian defence forces (and their dependants) stationed in Australia.

Commonwealth government employees

Employees of all departments, agencies and authorities created by or reporting to the Commonwealth Parliament. Those bodies run jointly by the Commonwealth Government and state governments are classified to Commonwealth.

Compensation of employees

National Accounts. The total remuneration, in cash or in kind, payable by enterprises to employees in return for work done by the employees during the accounting period. Compensation of employees comprises wages and salaries (in cash and in kind) and **employers' social contributions**. Compensation of employees is not payable in respect of unpaid work undertaken voluntarily, including the work done by members of a household within an unincorporated enterprise owned by the same household. Compensation of employees excludes any taxes payable by the employer on the wage and salary bill (e.g. payroll tax, fringe benefits tax). See **Australian System of National Accounts: Concepts, Sources and Methods** (cat. no. 5216.0) for further information.

Contributing family worker

A person who works without pay, in an economic enterprise operated by a relative.

Country of birth

Classified according to the **Standard Australian Classification of Countries (SACC)** (cat. no. 1269.0).

Couple families

A family based on two persons who are in a registered or de facto marriage and who are usually resident in the same household.

Dependent child

Any child in a family under 15 years of age or aged 15-24 years who is attending full-time education (except those who have a partner or

child of their own usually resident in the household).

Dependent student

A child who is 15-24 years of age, who is attending full-time education, and who has no partner or child of his or her own usually resident in the same household.

Discouraged jobseekers

Persons with marginal attachment to the labour force who wanted to work and were available to start work within the next four weeks but whose main reason for not actively looking for work was that they believed they would not find a job for any of the following reasons:

- considered to be too young/too old by employers
- lacked necessary schooling, training, skills or experience
- difficulties because of language or ethnic background
- no jobs in their locality or line of work
- no jobs available at all.

Duration of unemployment

Under the redesigned LFS questionnaire, implemented in April 2001, the definition of duration of unemployment is the period of time from when an unemployed person began looking for work, until the end of the reference week; or the period of time since an unemployed person last worked in any job for two weeks or more, until the end of the reference week; whichever was the shorter period.

Prior to April 2001, duration of unemployment was defined in the LFS as the period of time from when an unemployed person began looking for work, until the end of the reference week; or the period of time since an unemployed person last worked full-time for two weeks or more, until the end of the reference week; whichever was the shorter period.

Employed

Employed persons include all persons aged 15 years and over who, during the reference week:

- worked for one hour or more for pay, profit, commission or payment in kind in a job or business, or on a farm (comprising employees, employers and own account workers)
- worked for one hour or more without pay in a family business or on a farm (i.e. contributing family workers)
- were employees who had a job but were not at work and were
 - away from work for less than four weeks up to the end of the reference week
 - away from work for more than four weeks up to the end of the reference week and received pay for some or all of the four week period to the end of the reference week
 - away from work as a standard work or shift arrangement
 - on strike or locked out
 - on workers' compensation and expected to return to their job
- were employers or own account workers, who had a job, business or farm, but were not at work.

Employed full-time

See **full-time employed**.

Employed part-time

See **part-time employed**.

Employee

Labour Force Survey and other household surveys. A person who works for a public or private employer and receives remuneration in wages, salary, a retainer fee from their employer while working on a commission basis, tips, piece rates, or payment in kind, or a person who operates their own incorporated enterprise with or without hiring employees.

Employer surveys. Employees are wage and salary earners who received pay for any part of the reference period. For information about scope exclusions applying to employer surveys, refer to paragraph 35 of the Explanatory Notes.

Employee job

Wage Cost Index. A job for which the occupant receives remuneration in wages, salary, payment in kind, or piece rates. All employee jobs in all employing organisations (except those excluded from all ABS labour employer surveys) are in scope of the WCI, except the following:

- 'non-maintainable' jobs (i.e. jobs that are expected to be occupied for less than six months of a year)
- jobs for which wages and salaries are not determined by the Australian labour market (e.g. working proprietors of small incorporated

enterprises, most employees of Community Development Employment Programs, jobs where the remuneration is set in a foreign country).

For information about scope exclusions applying to employer surveys, refer to paragraph 35 of the Explanatory Notes.

Employer

Labour Force Survey and other household surveys. A person who operates their own unincorporated economic enterprise or engages independently in a profession or trade, and hires one or more employees.

Employer surveys. A business with one or more employees.

Employers' social contributions

National Accounts. Contributions by employers to pension and superannuation funds; and premiums paid by employers to workers' compensation schemes for occupational injuries and diseases.

Extended labour force underutilisation rate

The unemployed, plus the underemployed, plus two groups of marginally attached to the labour force:

- (i) persons actively looking for work, not available to start work in the reference week, but available to start work within four weeks and
- (ii) discouraged jobseekers

as a percentage of the labour force augmented by (i) and (ii).

Family

Two or more persons, one of whom is at least 15 years of age, who are related by blood, marriage (registered or de facto), adoption, step or fostering; and who are usually resident in the same household. The basis of a family is formed by identifying the presence of a couple relationship, lone parent-child relationship or other blood relationship. Some households will, therefore, contain more than one family.

Family reference person

In families which are not couple families or one-parent families, as defined, the family reference person is the eldest person in the household.

Former workers

Unemployed persons who have previously worked for two weeks or more but not in the last two years.

Full-time educational attendance

Persons aged 15-19 who, during the reference week were enrolled full-time at secondary or high schools, and those aged 15-24 who, during the reference week, were enrolled full-time at a Technical and Further Education (TAFE) college, university, or other tertiary educational institution.

Full-time employed

Household surveys. Persons employed full-time are those employed persons who usually worked 35 hours or more a week (in all jobs) and those who, although usually working less than 35 hours a week, worked 35 hours or more during the reference week.

Full-time employees

Employer surveys. Full-time employees are permanent, fixed term and casual employees who normally work the agreed or award hours for a full-time employee in their occupation and received pay for any part of the reference period. If agreed or award hours do not apply, employees are regarded as full-time if they ordinarily work 35 hours or more per week.

Gross domestic product (GDP)

National Accounts. The total market value of goods and services produced in Australia within a given period after deducting the cost of goods and services used up in the process of production but before deducting allowances for the consumption of fixed capital. Thus gross

domestic product, as here defined, is at 'market prices'. It is equivalent to gross national expenditure plus exports of goods and services less imports of goods and services. See **Australian System of National Accounts: Concepts, Sources and Methods** (cat. no. 5216.0) for further information.

Gross mixed income (GMI)

National Accounts. The owners of unincorporated enterprises, or other members of their households, may work without receiving any wage or salary. Mixed income includes both **gross operating surplus** for the unincorporated enterprises and returns for the proprietors' own labour (akin to wages and salaries). See **Australian System of National Accounts: Concepts, Sources and Methods** (cat. no. 5216.0) for further information.

Gross operating surplus (GOS)

National Accounts. The amount of gross output remaining after subtracting costs incurred in producing that output, but before any deductions for consumption of fixed capital. See **Australian System of National Accounts: Concepts, Sources and Methods** (cat. no. 5216.0) for further information.

Household

A group of one or more persons in a private dwelling who consider themselves to be separate from other persons (if any) in the dwelling, and who make regular provision to take meals separately from other persons, i.e. at different times or in different rooms. Lodgers who receive accommodation but no meals are treated as separate households. Boarders who receive both accommodation and meals are not treated as separate households. A household may consist of any number of families and non-family members.

Industrial dispute

An industrial dispute is defined as a state of disagreement over an issue or group of issues between an employer and its employees, which results in employees ceasing work. Industrial disputes comprise strikes, which are a withdrawal from work by a group of employees; and lockouts, which are a refusal by an employer or group of employers to permit some or all of their employees to work.

Industry

An industry is a group of businesses or organisations that perform similar sets of activities in terms of the production of goods and services. Industry is classified according to the **Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993** (cat. no. 1292.0). The industry assigned to an employed person is the industry of the organisation in which the person's main job is located. Unemployed persons who had worked for two weeks or more in the last two years are classified according to the industry of their most recent job.

Job leavers

Unemployed persons who have worked for two weeks or more in the past two years and **left that job voluntarily** - that is, because (for example): of unsatisfactory work arrangements/pay/hours; the job was a holiday job or they left the job to return to studies; or their last job was running their own business and they closed down or sold that business for reasons other than financial difficulties.

Job losers

Unemployed persons who have worked for two weeks or more in the past two years and **left that job involuntarily**: that is, they were laid off or retrenched from that job; left that job because of their own ill-health or injury; the job was seasonal or temporary; or their last job was running their own business and the business closed down because of financial difficulties.

Job vacancy

A job vacancy is an employee job available for immediate filling on the survey reference date and for which recruitment action has been taken. Recruitment action includes efforts to fill vacancies by advertising, by factory notices, by notifying public or private employment agencies or trade unions and by contacting, interviewing or selecting applicants already registered with the enterprise or organisation. Excluded are vacancies:

- for jobs which became vacant on the survey date and were filled that same day
- for jobs of less than one day's duration
- to be filled by persons already hired, or by promotion or transfer of existing employees
- to be filled by employees returning from paid or unpaid leave or after industrial dispute(s)
- not available for immediate filling on the survey reference date
- for work to be carried out by contractors
- for which no recruitment action has been taken
- where a person has been appointed but has not yet commenced duty
- to be filled by staff from contract labour agencies
- for jobs available only to persons already employed by the enterprise or organisation.

For information about scope exclusions applying to employer surveys, refer to paragraph 35 of the Explanatory Notes.

Labour force

The labour force is the labour supply available for the production of economic goods and services in a given period, and is the most widely used measure of the economically active population. Persons in the labour force are classified as either employed or unemployed according to their activities during the reference period by using a specific set of priority rules.

Labour force status

A classification of the civilian population aged 15 years and over into employed, unemployed or not in the labour force, as defined. The definitions conform closely to the international standard definitions adopted by the International Conferences of Labour Statisticians.

Labour force underutilisation rate

The unemployed plus the underemployed, as a percentage of the labour force.

Local government employees

Employees of municipalities and shires and other local authorities created by or subject to the provisions of local government legislation, such as county councils in New South Wales.

Lone parent

A person who has no spouse or partner present in the household but who forms a parent-child relationship with at least one dependent or non-dependent child usually resident in the household.

Lone person

A person who makes provision for their food and other essentials for living, without combining with any other person to form part of a multi-person household. They may live in a dwelling on their own or share a dwelling with another individual or family.

Long-term unemployed

Persons unemployed for 12 months or more. See **duration of unemployment** for details of the calculation of duration of unemployment.

Long-term unemployment rate

The number of long-term unemployed persons expressed as a percentage of the labour force.

Marginal attachment to the labour force

Persons who were not in the labour force in the reference week, wanted to work, and:

- were actively looking for work but did not meet the availability criteria to be classified as unemployed or
- were not actively looking for work but were available to start work within four weeks or could start work within four weeks if child care was available.

The criteria for determining those in the labour force are based on activity (i.e. working or looking for work) and availability to start work during the reference week. The criteria associated with marginal attachment to the labour force, in particular the concepts of wanting to work and reasons for not actively looking for work, are more subjective. Hence, the measurement against these criteria is affected by the respondent's own interpretation of the concepts used. An individual respondent's interpretation may be affected by their work aspirations, as well as family, economic and other commitments.

Marital status

See **social marital status**.

Mean age

The sum of the ages of all the persons in a group, divided by the total number of persons in that group.

Mean duration of unemployment

The sum of the duration of unemployment of all the unemployed persons in a group, divided by the total number of unemployed persons in that group.

Median age

The age which divides a group of persons into two equal groups: one comprising persons whose age is above the median; and the other, persons whose age is below it.

Median duration of unemployment

The duration which divides unemployed persons into two equal groups: one comprising persons whose duration of unemployment is above the median; and the other, persons whose duration is below it.

Non-dependent child

A child of a couple or lone parent usually resident in the household, aged over 15 years and who is not a dependent student aged 15-24 years, and who has no partner or child of their own usually resident in the household.

Non-family member

A person who is not related to any other member of the household in which they are living.

Not in the labour force

Persons who were not classified as employed or unemployed.

Occupation

An occupation is a collection of jobs that are sufficiently similar in their main tasks to be grouped together for the purposes of classification. Occupation is classified according to the **ASCO Australian Standard Classification of Occupations, Second Edition** (cat. no. 1220.0). The occupation assigned to an employed person relates to the person's main job. Unemployed persons who had worked for two weeks or more in the last two years are classified according to the occupation of their most recent job.

One-parent family

A family consisting of a lone parent with at least one dependent or non-dependent child (regardless of age) who is also usually resident in the household.

Ordinary time earnings

See **weekly ordinary time earnings**.

Original series

Estimates produced directly from the survey data, before seasonal adjustment or trend estimation takes place.

Other family

Related individuals residing in the same household who do not form a couple or parent-child relationship with any other person in the household and are not attached to a couple or one parent family in the household. If two brothers, for example, are living together and neither is a spouse, a lone parent or a child, then they are classified as other family.

Overtime earnings

See **weekly overtime earnings**.

Own-account worker

A person who operates his or her own unincorporated economic enterprise or engages independently in a profession or trade, and hires no employees.

Participation rate

The labour force participation rate for any group within the population is the labour force component of that population, expressed as a percentage of the population in that group.

Part-time employed

Household surveys. Persons employed part-time are those employed persons who usually worked less than 35 hours a week (in all jobs) and either did so during the reference week, or were not at work in the reference week.

Reason for leaving last job

Unemployed persons who had worked for two weeks or more in the past two years classified by whether they left that job voluntarily, that is, job leavers; or left that job involuntarily, that is, job losers.

Seasonally adjusted series

A time series of estimates with the estimated effects of normal seasonal variation removed. See paragraphs 7-13 of the Explanatory Notes for more detail.

Social marital status

Social marital status is the relationship status of an individual with reference to another person who is usually resident in the household. A marriage exists when two people live together as husband and wife, or partners, regardless of whether the marriage is formalised through registration. Individuals are, therefore, regarded as married if they are in a de facto marriage, or if they are living with the person to whom they are registered as married.

State capital cities

The areas determining the six state capital cities are the Statistical Divisions for those capital cities defined in the **Statistical Geography: Volume 1 - Australian Standard Geographical Classification (ASGC)** (cat. no. 1216.0).

State government employees

Employees of all State government departments and authorities created by, or reporting to, State Parliaments, including organisations for which the Commonwealth has assumed financial responsibility. Following self-government, the Northern Territory and the Australian Capital Territory administrations have been classified to State Governments. Employees of State Governments employed interstate are included in the estimates of the State in which they are based.

Status in employment

Employed persons classified by whether they were employees, employers, own account workers or contributing family workers.

Total earnings

See **weekly total earnings**.

Total hourly rates of pay index

Wage Cost Index. This index measures quarterly change in combined ordinary time and overtime hourly rates of pay. See **Wage Cost Index, Australia** (cat. no. 6345.0) for more information.

Trend series

A smoothed seasonally adjusted series of estimates. See paragraphs 7-13 of the Explanatory Notes for more detail.

Underemployed workers

Underemployed workers are employed persons who want, and are available for, more hours of work than they currently have. They comprise:

- persons employed part-time who want to work more hours and are available to start work with more hours, either in the reference week

or in the four weeks subsequent to the survey

- persons employed full-time who worked part-time hours in the reference week for economic reasons (such as being stood down or insufficient work being available). It is assumed that these people wanted to work full-time in the reference week and would have been available to do so.

Underemployment rate

The number of underemployed workers expressed as a percentage of the labour force.

Unemployed

Persons aged 15 years and over who were not employed during the reference week, and

- had actively looked for full-time or part-time work at any time in the four weeks up to the end of the reference week and were available for work in the reference week, or
- were waiting to start a new job within four weeks from the end of the reference week and could have started in the reference week if the job had been available then.

Unemployed looking for first full-time job

Unemployed persons looking for full-time work who had never worked full-time for two weeks or more.

Unemployed looking for first job

Unemployed persons who had never worked for two weeks or more.

Unemployed looking for full-time work

Unemployed persons who:

- actively looked for full-time work, or
- were waiting to start a new full-time job.

Unemployed looking for part-time work

Unemployed persons who:

- actively looked for part-time work only, or
- were waiting to start a new part-time job.

Unemployment rate

The number of unemployed persons expressed as a percentage of the labour force.

Unemployment to population ratio

For any group, the number of unemployed persons expressed as a percentage of the civilian population aged 15 and over in the same group.

Usual hours worked

The hours usually worked per week by an employed person.

Wage and salary earners

See **employee**.

Weekly ordinary time earnings

Weekly ordinary time earnings refers to one week's earnings of employees for the reference period attributable to award, standard or agreed hours of work, calculated before taxation and any other deductions (e.g. superannuation, board and lodging) have been made. Included are piecework payments and one week's portion of regular production and task bonuses and commissions. Excluded are overtime payments and payments not related to the reference period, e.g. bonus payments for earlier periods of work.

Weekly overtime earnings

Weekly overtime earnings refers to payment for hours worked in the reference week in excess of award, standard or agreed hours of work, calculated before taxation and any other deductions (e.g. superannuation) have been made.

Weekly total earnings

Weekly total earnings of employees is equal to weekly ordinary time earnings plus weekly overtime earnings.

Working days lost

Refers to working days lost by employees directly and indirectly involved in the dispute.

Working days lost per thousand employees

Calculated for a quarterly period by dividing the total number of working days lost in the period by the total number of employees in the Australian labour force in the period (obtained from the ABS Labour Force Survey) and multiplying by 1,000.

Abbreviations

The following abbreviations have been used in this publication

ABS	Australian Bureau of Statistics
ANZSIC	Australian and New Zealand Standard Industrial Classification
ASCO	Australian Standard Classification of Occupations
ASGC	Australian Standard Geographical Classification
ATO	Australian Taxation Office
AWE	average weekly earnings
EEH	Survey of Employee Earnings and Hours
GDP	gross domestic product
ID	industrial disputes
ILO	International Labour Organisation
JVS	Job Vacancies Survey
LFS	Labour Force Survey
MPS	Monthly Population Survey
qtr	quarter
RSE	relative standard error
SACC	Standard Australian Classification of Countries
SEE	Survey of Employment and Earnings
WCI	wage cost index

Data Sources for Tables (Appendix)

APPENDIX 1 DATA SOURCES FOR TABLES

HOW TO FIND DATA SOURCES

To find a publication on the ABS web site, go to <<https://www.abs.gov.au>> [AusStats - Publications and Data - Publications]. Publications can be accessed by catalogue number and subject e.g. to find the publication **Labour Force, Australia** (cat. no. 6202.0), look under '62. Labour force'. Catalogue numbers are listed under the relevant subject listing.

Similarly, to find spreadsheets and data cubes, go to <<https://www.abs.gov.au>> [AusStats - Publications and Data], then [Data Cubes] or [Time Series Spreadsheets]. Individual numbered spreadsheets and data cubes are listed under the catalogue number. Monthly, quarterly and annual products are listed separately.

No.	Table description	Data source	Notes
1.1	Trend	Labour Force, Australia (cat. no. 6202.0)	
		6202.0.55.001 spreadsheet table 1	
1.2	Age by marital status	6291.0.55.001 spreadsheet table 1	
1.3	States and territories	Labour Force, Australia (cat. no. 6202.0)	Excludes Capital city/balance of state
		6291.0.55.001 spreadsheet table 2	
1.4	Educational attendance	6291.0.55.001 spreadsheet table 3	More detailed Age
1.5	Country of birth	6291.0.55.001 data cube LM4	Includes Sex, State, Less detailed Country of birth
		6291.0.55.001 data cube LM5	Includes Sex, Age, State, Less detailed Country of birth
		6291.0.55.001 data cube LM6	Includes Sex, State
		6291.0.55.001 data cube LM7	Includes Sex, State, Less detailed Country of birth

Year of arrival	6291.0.55.001 data cube LM4	Includes Sex, State, Less detailed Country of birth
	6291.0.55.001 data cube LM7	Includes Sex, State, Less detailed Country of birth
1.6 Relationship in household	6291.0.55.001 data cube FM1	Includes State
	6291.0.55.001 data cube FM2	Includes Age
	6291.0.55.001 data cube FM3	Includes Hours worked
	6291.0.55.001 data cube FM4	Unemployed persons only, Includes Duration of unemployment
1.7 Families	6291.0.55.001 data cube FA2	June data only
1.8 International comparisons	International Labour Organisation, Year Book of Labour Statistics 1998, 2000, 2001 and 2002	
	International Labour Organisation, Key Indicators of the Labour Market 2001-02	
	International Labour Organisation, LABORSTA database: http://laborsta.ilo.org	
2.1 Industry: trend	6291.0.55.001 spreadsheet table 4	Includes Employed full-time, Employed part-time
2.2 Industry: divisions and subdivisions	6291.0.55.001 spreadsheet table 6	
	6291.0.55.001 data cube E03	Includes Sex, State, Hours worked, Less detailed Industry
	6291.0.55.001 data cube E05	Includes Sex, Age, Status in employment, Hours worked
	6291.0.55.001 data cube E06	Includes Sex, State, Status in employment, Hours worked, More detailed Industry
2.3 Occupation	6291.0.55.001 spreadsheet table 7	Less detailed Occupation
	6291.0.55.001 spreadsheet table 12	Includes Hours worked, Less detailed Occupation
	6291.0.55.001 data cube E07	Includes Age, Hours worked, Status in employment
	6291.0.55.001 data cube E08	Includes State, Status in employment, More detailed Occupation
2.4 Industry and Occupation by full-time part-time status	6291.0.55.001 data cube E09	Includes State, Hours worked
2.5 Industry by status in employment	6291.0.55.001 data cube E04	Includes Sex, State, Excludes Industry
	6291.0.55.001 data cube E05	Includes Sex, Age, More detailed Industry
	6291.0.55.001 data cube E06	Includes Sex, State, More detailed Industry
Occupation by status in employment	6291.0.55.001 data cube E04	Includes Sex, State, Excludes Occupation
	6291.0.55.001 data cube E07	Includes Sex, Age, More detailed Occupation
	6291.0.55.001 data cube E08	Includes Sex, State, More detailed Occupation
Hours worked in all jobs by status in employment	6291.0.55.001 spreadsheet table 8	Excludes Hours worked, Includes Sex, Employed full-time, Employed part-time
	6291.0.55.001 spreadsheet table 13	Includes Sex
	6291.0.55.001 data cube E04	Includes Sex, State
	6291.0.55.001 data cube E05	Includes Sex, Age, Industry
	6291.0.55.001 data cube E06	Includes Sex, State, Industry
	6291.0.55.001 data cube E07	Includes Sex, Age, Occupation
	6291.0.55.001 data cube E08	Includes Sex, State, Occupation
2.6 Average hours worked in all jobs by Industry	6291.0.55.001 spreadsheet table 11	
	6291.0.55.001 data cube E03	Includes State
	6291.0.55.001 data cube E05	Includes Age, Status in employment, More detailed Industry
	6291.0.55.001 data cube E06	Includes State, Status in employment, More detailed Industry
	6291.0.55.001 data cube E09	Includes State, Occupation
Average hours worked in all jobs by Occupation	6291.0.55.001 spreadsheet table 12	
	6291.0.55.001 data cube E07	Includes Age, Status in employment, More detailed Occupation
	6291.0.55.001 data cube E08	Includes State, Status in employment, More detailed Occupation
	6291.0.55.001 data cube E09	Includes State, Industry
2.7 Actual hours worked in all jobs	6291.0.55.001 spreadsheet table 9	Includes Industry
	6291.0.55.001 spreadsheet table 11	Includes Occupation
	6291.0.55.001 spreadsheet table 12	Includes Status in employment
	6291.0.55.001 spreadsheet table 13	Includes Age, State
	6291.0.55.001 data cube EM1	Includes State, Industry
	6291.0.55.001 data cube E03	Includes State, Status in employment
	6291.0.55.001 data cube E04	
2.8 Actual hours worked in all jobs	6291.0.55.001 spreadsheet table 9	
	6291.0.55.001 spreadsheet table 11	Includes Industry
	6291.0.55.001 spreadsheet table 12	Includes Occupation
	6291.0.55.001 spreadsheet table 13	Includes Status in employment
	6291.0.55.001 data cube EM1	Includes Age, State
	6291.0.55.001 data cube E03	Includes State, Industry
	6291.0.55.001 data cube E04	Includes State, Status in employment
Usual hours worked in all jobs	6291.0.55.001 spreadsheet table 10	
	6291.0.55.001 data cube EM3	Includes Age, State
	6291.0.55.001 data cube E10	Includes State, Industry

2.9	Full-time workers who worked less than 35 hours in all jobs	6291.0.55.001 data cube EM2	Includes Age, State, Hours worked
2.10	Future employment expectations by job tenure	6291.0.55.001 data cube E02	Excludes Future employment expectations, Includes State, Age
2.11	Public sector employees	Wage and Salary Earners, Public Sector, Australia (cat. no. 6248.0.55.001)	
	Public sector employees: Australia Totals	6248.0.55.001 spreadsheet table 1	Includes State
	Public sector employees by Level of government: Trend	6248.0.55.001 spreadsheet table 2	Includes Commonwealth government, State, Seasonally adjusted and Original data
		6248.0.55.001 spreadsheet table 3	Includes State government, State, Seasonally adjusted and Original data
		6248.0.55.001 spreadsheet table 4	Includes Local government, State, Seasonally adjusted and Original data
	Public sector employees by State: Trend	6248.0.55.001 spreadsheet table 1	Includes Seasonally adjusted and Original data
		6248.0.55.001 spreadsheet table 2	Includes Commonwealth government, Seasonally adjusted and Original data
		6248.0.55.001 spreadsheet table 3	Includes State government, Seasonally adjusted and Original data
		6248.0.55.001 spreadsheet table 4	Includes Local government, Seasonally adjusted and Original data
		6248.0.55.001 spreadsheet table 7a	Includes Industry
	Public sector employees by Industry: Original	6248.0.55.001 spreadsheet table 7a	Includes State
3.1	Unemployed persons: Duration of unemployment by Age	6291.0.55.001 data cube UM2	Excludes Age, Median Duration of unemployment
		6291.0.55.001 data cube UM3	Excludes Median Duration of unemployment
3.2	Long-term unemployed	6291.0.55.001 spreadsheet table 15	
		6291.0.55.001 data cube UM2	Excludes Trend data, Includes State, More detailed Duration of unemployment
		6291.0.55.001 data cube UM3	Excludes Trend data, Includes State, Age
3.3	Unemployed persons: Reason for unemployment by Industry of last job	6291.0.55.001 data cube UQ1	Excludes Industry of last job
		6291.0.55.001 data cube UQ2	Excludes Reason for unemployment
	Unemployed persons: Reason for unemployment by Occupation of last job	6291.0.55.001 data cube UQ1	Excludes Occupation of last job
		6291.0.55.001 data cube UQ3	Excludes Reason for unemployment
4.1	Underutilised labour	6105.0 spreadsheet table 1	
4.2	Underutilised labour	6105.0 spreadsheet table 1	
4.3	Part-time workers	6291.0.55.001 data cube E01	Less detailed Hours worked
4.4	Persons not in the labour force	6291.0.55.001 data cube NM1	
5.1	Wage cost index	Wage Cost Index, Australia (cat. no. 6345.0)	
	Wage cost index: Trend data	6345.0 spreadsheet table 1b	
	Wage cost index: Australia, States and territories	6345.0 spreadsheet table 2b	
	Wage cost index: Private sector	6345.0 spreadsheet table 3b	Includes State
	Wage cost index: Public sector	6345.0 spreadsheet table 4b	Includes State
	Wage cost index: Industry	6345.0 spreadsheet table 5b	Includes Sector
	Wage cost index: Occupation	6345.0 spreadsheet table 7b	Includes Sector
5.2	Average weekly earnings	Average Weekly Earnings, Australia (cat. no. 6302.0)	
	Average weekly earnings by Sex	6302.0 spreadsheet table 1	Includes Full-time adult total earnings
	Average weekly earnings: Private sector	6302.0 spreadsheet table 4	Includes Full-time adult total earnings
	Average weekly earnings: Public sector	6302.0 spreadsheet table 7	Includes Full-time adult total earnings
5.3	Compensation of employees	Australian National Accounts: National Income, Expenditure and Product (cat. no. 5206.0)	
6.1	Industrial disputes: Working days lost	Industrial Disputes, Australia (cat. no. 6321.0.55.001)	
	Industrial disputes: Working days lost by State	6321.0.55.001 spreadsheet table 3a	
	Industrial disputes: Working days lost by Industry	6321.0.55.001 spreadsheet table 2a	
6.2	Industrial disputes: Working days lost per 1,000 employees	Industrial Disputes, Australia (cat. no. 6321.0.55.001)	
	Industrial disputes: Working days lost per 1,000 employees by State	6321.0.55.001 spreadsheet table 3b	
	Industrial disputes: Working days lost per 1,000 employees by Industry	6321.0.55.001 spreadsheet table 2b	
7.1	Job vacancies	Job Vacancies, Australia (cat. no. 6354.0)	
	Job vacancies: Australia, States and Territories	6354.0 spreadsheet table 1c	